

PROGRAM IMPAIRMENT CHART

Potential Impact	Mitigation and Prevention	Responsible Lead
<p>Course Offerings: Reduced section offerings may affect access and success of students.</p>	<p>Recruit and retain sufficient part-time and temporary full-time faculty to cover all department needs and course offerings.</p>	<p>Dean/Supervisor</p>
<p>Out-of-Classroom Activities (Ex. Theatre Productions, Sports Competition): Potential reduced quality of experiential learning may affect students.</p>	<p>Identify adequate part-time, full-time, and temporary full-time faculty to provide the same or similar level of student engagement opportunities.</p>	<p>Joint Responsibility</p>
<p>Curriculum and Program Cycle (Ex. 5-year curriculum cycle, SLOs, program external visits): Curriculum that is about to expire or incomplete assessment may affect the college's planning cycles and accreditation.</p>	<p>For departments with multiple faculty members, this does not apply. For departments with only one full-time faculty member, ensure all required revisions and submissions are complete ahead of the sabbatical to the extent practicable. For departments for which the sole full-time faculty member is applying for sabbatical, recruit full-time faculty from other departments, part-time faculty, or temporary full-time faculty to perform these professional responsibilities.</p>	<p>Faculty Member</p>
<p>Enrollment and Program Health: Potential loss of enrollment and/or community partnership involvement for a program undergoing vitality.</p>	<p>Maintain healthy programs in advance of a sabbatical. Create a plan to continue outreach and partnerships during the sabbatical.</p>	<p>Joint Responsibility</p>
<p>Personnel Evaluation Process or Performance Improvement: Potential interruption of a performance improvement process.</p>	<p>Delay a sabbatical leave until an improvement plan is complete. Agree to schedule a planned evaluation prior to or after a planned sabbatical leave.</p>	<p>Joint Responsibility</p>